

SECTION 2. Examples of such policy changes include, but are not limited to, changes in hours of duty, procedures for requesting leave which are different than those contained in Civilian Personnel regulations or this agreement, etc.

SECTION 3. Such policy changes as described above will be implemented in the organization in accordance with Section 4, Part 1.

#### ARTICLE 4

##### CIVIC RESPONSIBILITIES

SECTION 1. The parties recognize that local and national health, welfare and emergency relief organizations depend largely upon voluntary contributions for achieving their objectives, and encourage employees as individual citizens and as members of a community to contribute voluntarily to worthwhile organizations as part of their personal responsibilities as citizens. To the end that campaigns will be conducted in the spirit of true voluntary giving, it is agreed that:

a. "Fair Share" suggestions may be used for guidance and education, but the assignment of a dollar quota to an individual employee is prohibited.

b. When envelopes are used, each individual who desires to keep his/her gift private may use any envelope of his/her choice, without his/her name being placed thereon, unless he/she elects to do so.

c. Supervisors will not solicit contributions directly from any employee.

d. Officers and stewards of the Union will not solicit contributions directly from any employee.

e. Leaders will not solicit contributions directly from any employee.

f. Coercion, either overt or implied, will not be practiced by collectors, supervisors or other personnel.

g. The above provisions also apply to solicitation for purchase of U. S. Savings Bonds.

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